

**DRAFT MINUTES of the FEU Council meeting Tuesday 15<sup>th</sup> June 2022  
HELSINKI/FINLAND**

**AGENDA ITEMS**

**1. Welcome**

Stephan Wevers welcomed everybody to the 2<sup>nd</sup> day of the 51<sup>st</sup> physical FEU Council meeting in the Scandic Grand Central Hotel in Helsinki/Finland. Today a mixture of business and theme items. The president looked back at a fruitful 1<sup>st</sup> day with an interesting seminar where many aspects were addressed and with good, forward-looking discussions on the DEI. The statement was posted on the FEU website and the delegates were invited to share it on social media, using #FEU2022Helsinki.

**Setting the agenda**

The agenda was adopted.

**2. List of attendees and roll call**

The attendance list was circulated. A warm welcome to our ODP alumni Class '23 Jan van Roey and Simon Hardiman.

**3. FEU - projects**

**a) LINKS project**

Finian referred to the document on the LINKS project by Dieter Nuessler on the intranet. In short, the H2020 project LINKS commenced on 1<sup>st</sup> June 2020 and is a 42-month project with total project funding of €5,151,778. FEU is one of 15 partners in the new project consortium. The overall objective of LINKS is to strengthen links between technologies and society for improved European disaster resilience, by producing sustainable advanced learning on the use of social media and crowdsourcing in disasters.

FEU will contribute to the project with its expertise as practitioners in all types of rescue activities (fire, technical rescue, medical emergencies, disaster response). Specifically, FEU will contribute to the following Work Packages: WP1, 3, 5, 6, 7, 8 and 9.

Dieter Nuessler and Gasper Bizjak are representing FEU on the project. The budget allocated to FEU amounts to 20 person months within the 42 months project duration. The total budget allocated to FEU is €181,875. We received the initial pre-financing payment of €87,906.25 on 2<sup>nd</sup> July 2020.

All working on the project on behalf of FEU are required to sign a written contract.

FEU was asked by the LINKS Project Coordinator to take on additional tasks on behalf of the project. The FEU Board agreed in principle to this request. However, only offers of assistance were received from Zoltan Hozbor and Max Nuessler. Finian prepared written contracts for them to sign as is required as part of the project and countersigned them as the legal representative of FEU.

FEU received an additional payment of €18,800 from the LINKS project on 3 February 2022 to support this additional work. This brings our total funding from the LINKS project to €200,675. Further information on the project is available on [www.links-project.eu](http://www.links-project.eu).

**b) EUFireStat (Stephan)**

The EUFireStat Project in the EC-budget. From 30 September 2021 – 27 January 2022 Stephan participated the meetings of the Steering Group (online). The aim of this pilot project is to analyse the terminology used and the data collected by the Member States regarding building fires. This will identify the collection difficulties and interpretation differences and propose a common terminology and a method to collect the necessary data. The project ended 27th January 2022.

For your information, the first draft of the final report is available here:

<https://cloud.efectisfrance.fr>

There will be a follow-up, program leader Exchange Petr Oslejsek is involved.

### c) Bfiresafe@school (Finian)

This project which was supported by FEU successfully concluded on 20th October 2021. A new fire safety programme for post primary students in Europe aged 12-18 was developed. The programme consists of 10 modules and can be easily integrated into several subjects on the school curriculum. It is available in 10 languages including English, Irish, French, German, Spanish, Basque, Dutch, Finnish, Lithuanian and Danish. Thanks to all the FEU members who have helped by providing content and who have helped to create awareness of the programme. They have held teacher training events for almost 900 teachers throughout Europe and have held dissemination events in each partner country. Support from national and European politicians was received for the programme.

Since the last FEU Council meeting, they won the European Fire Safety Award for 2021 for the project at the 6th International Safety Seminar held in Dublin in March 2022.

How can FEU delegates help?

- By assisting in trying to get the programme implemented in more countries across Europe. If one knows of any schools in their country or have any community fire safety officers who would be interested in implementing the programme, please inform Finian.
- By translating the content into more languages.
- By disseminating the project results on the social channels (Facebook, Twitter, Instagram and LinkedIn)
- For more information: [www.bfiresafeatschool.eu](http://www.bfiresafeatschool.eu).

A short demo of the Learning Management System was shown during the meeting.

### d) 6<sup>th</sup> ISES 24/25 March 2022 (Finian)

The Chief Fire Officers Association in Ireland hosted the 6th International Safety Education seminar in Dublin on 24<sup>th</sup> and 25<sup>th</sup> March 2022. FEU has supported this seminar since its inception in Finland back in 2011. A copy of the presentations is available on the seminar website [www.ises2021.eu](http://www.ises2021.eu).

The seminar as scheduled was part of the events of European Fire Safety Week 2021 organised by the European Fire Safety Alliance. Thanks to all the FEU delegates who sent delegates to attend the event. The 7<sup>th</sup> International Safety Education seminar is being held in Linz, Austria on November 23<sup>rd</sup> and 24<sup>th</sup> 2023. Finian called on delegates to get involved, go or delegate colleagues and send in projects. See also agenda item 7.

## 4. FEU – events

### a) Participation European Diversity Conference 2023 (Bjarne)

Warm welcome to Merle Luna Raben from Denmark who will organise the Diversity conference in Denmark in April 2023 and liked to get inspired this afternoon.

Bjarne Nigaard informed the audience about the planned pan European Conference on 'Diversity: Why? And How?' for the leadership of fire and rescue services on 24<sup>th</sup> and 25<sup>th</sup> April 2023, organised by the Danish association and power by the FEU. The location will be the Danish Parliament building.

The participants were requested if they have any ideas or know enthusiastic speakers, activities or other topics, to inform Merle.

## 5. First aid and Fire Safety interactive tool for schools (Rimantas)

FAFSIT4Schools is co-funded by the Erasmus+ programme of the EC.

The idea for the project was generated in early 2018 during interviews with Finian Joyce. In 2019, separately Leitrim County Council and the Lithuanian National Fire Officers Alliance (LNFOA) applied for the Erasmus Plus program. As known, Bfiresafe@school received funding and was successfully implemented during 2019-2022, Lithuania's application was rejected. The

Lithuanian project was supplemented with first aid training topics and the FAFSIT4SCHOOLS project was approved in 2020, with a duration of 2 years and a budget of EUR 280,000. The idea of the project was to supplement, expand and cover the possible content or forms of already prepared and operational projects. Therefore, in the course of the FAFSIT4SCHOOLS project, they want to make the methodology for providing fire safety and first aid and the content of the Interactive Training.

LNFOA hopes to announce the completion of the project at the FEU Madrid 2022 event.

How can FEU delegates help?

- By following Project FAFSIT4SCHOOLS on social media.
- By generating ideas, find partners and shape topics;
- Proposal to make a presentation at each Council meeting of the main European support funds with funding deadlines and possible project topics;
- FEU support for projects (for discussions)
- For more information: [www.fafsit4schools.eu](http://www.fafsit4schools.eu)

## 6. Green Skills for FireFighters project (Rimantas)

Green Skills for FireFighters project is co-funded by the Erasmus+ programme of the EC. The idea was fed during the Council meeting by the presentation on Sustainability of Wim van Zele. The project aims at developing the first open and multilingual e-learning platform for firefighters on green skills. The e-learning platform will soon be tested with firefighters from five EU countries. Afterwards, based on the feedback from the testers, the project partners will define and implement the necessary improvements before the publication of the e-learning platform, in May 2023, in five languages (English, Danish, Lithuanian, Greek and Spanish).

The e-learning platform will be published under a Creative Commons license. Thus, allowing anyone to freely use it, modify it and build upon.

The e-learning platform will include six modules:

Module 1: Operations. How firefighters can carry out their daily operations out of the fire station in a greener way.

Module 2: Energy. How to reduce electricity consumption in the fire station.

Module 3: Water. How to reduce water consumption in the fire station.

Module 4: Waste. How to increase the percentage of the station waste that is recycled.

Module 5: Transport. How to reduce CO2 emissions.

Module 6: Society. How to promote sustainable behaviours in the local community.

The project Green Skills for Firefighters is an initiative of Frederiksborg Fire and Rescue Service (Denmark) in collaboration with: Cork City Fire Brigade (Ireland), National Fire Officers Alliance (Lithuania), Cyprus Fire Service (Cyprus), EuroBomberos (Spain), Clean Technology Centre at Munster Technological University (Ireland), LearnKey (Lithuania), Technical University of Denmark (Denmark) and Neptelia (Spain).

For more information: [www.greenskillsforfirefighters.eu](http://www.greenskillsforfirefighters.eu)

With reference to this project, Sami Kerman added that already in 2014, the Finnish Fire Officer Association published a program “Sustainable Fire and Rescue Services”. That program set out measures that should be considered to implement a sustainable fire and rescue service. Those measures concerned station services, rescue operations and the safety education, as well as accident prevention. In all these activities, the sustainability should always be one of the decision-making perspectives. Mire Leinonen presented this program in the ODP week. This presentation will be shared with the delegates on the intranet.

## 10.00 Coffee Break and networking

## 7. EuroFSA,

*Mr. Krzysztof Biskup, chair of the European Fire Safety Alliance and former delegate from Poland*

### a) EU Fire Safety Action Plan

The EuroFSA is an independent alliance of fire professionals (=core group) whose mission is to reduce the risks from fire, especially in domestic area. The alliance believes that in Europe, most of the fire victims in homes are preventable by creating an international network of relevant actors (EU institutions, Fire & Rescue Services, scientists, industry) acting for improvement of fire safety and for putting it on a higher level in a political agenda. They represent evidence and knowledge-based approach to fire safety (delivering reports, organising and supporting initiatives aimed at fire safety improvement).

The European Fire Safety Action Plan is about 6 focus areas and 10 actions that will improve fire safety in Europe based on the opinions of 338 fire safety experts and research and best practices across Europe. The alliance is committed to implementing the action points in society. There is a policy plan and they need an operational approach to its implementation. Project teams chaired by a member of the core group contribute to one of the actions or focus area. Delegates are welcome to join an already existing project team or propose creation of a new one!

### b) European Fire Safety Week 2022

European Fire Safety Week 2022 is taking place this year during the week commencing 14th November 2022 and is being organised by the European Fire Safety Alliance. The leading topic is 'Fire safety in energy transition'. A wide range of activities is being planned both physically in Brussels and online to implement the key themes of the European Fire Safety Action Plan. The delegates were encouraged to attend these events in person or online. It deserves the FEU support.

### European Fire Safety Award 2023

The European Fire Safety Award 2023 is jointly organised on a bi-annual basis by the European Fire Safety Alliance (EuroFSA) and the Federation of European Fire Officers (FEU) and will form part of the events of European Fire Safety Week 2023. The award is to recognise the best community fire safety project that raises fire safety awareness, changes human behaviour, and inspires education on fire safety. The closing date for entries will be announced early in 2023. The delegates were urged to encourage their staff to submit entries for this competition in mid-2023.

## 8. Reorganisation Fire Brigades (municipal – regional, incl. financial aspects)

### a) Czech Republic: Petr Oslejsek

Petr informed the delegates about the fire protection in the Czech Republic related to the country profile until and after 2001. From 2001, the administrative division of the Czech Republic consists of the central government, 14 regions and over 6000 municipalities, as well as the capital Prague, which is both a region and a municipality. He told the audience about the safety and security system, the legal framework, the fire protection act fire brigades, the organisational structure and fire cover principles. Furthermore, he talked about the organisational structure of the Directorate General of the Fire Rescue Service and its main activities as well as the command-and-control centres.

### b) Finland: Veli-Pekka Ihamäki

Veli-Pekka informed about the reorganisation before 2004: municipal system and from 1-1-2004: regional system. In this regional system there are formed 22 regions. Each rescue region had to build a Rescue Department, most departments went under the organisation of the biggest city in that region, financed by cities and municipalities.

From 1-1-2023 the social services and health care will also start according to the regional system. The responsibility for organising primary health care, specialised health care and rescue services

goes to 21 'wellbeing service counties'. Includes Rescue services and has the same borders as rescue services since 2004 (some exceptions). The reason for this restructuring has a few reasons: ageing population, especially small municipalities couldn't afford to take care of their responsibilities, multi actors, multi systems, lack of healthcare personnel and from the patients point-of-view the borders between social welfare, primary health care and specialised healthcare are difficult. The state will finance all and gives the money to the wellbeing counties, without earmark, so the counties provide both social and healthcare and rescue services and decide how the money is divided. There are advantages and disadvantages, but will the customer get better services or not, Veli-Pekka wondered.

## 12.00 Lunch

### Condecoration

Our guest delegation from Latin America and the Caribbean, composed of representatives of the Organization of American Firefighters or Organización de Bomberos Americanos (OBA), for this the Colonel Martín Cucalón de Ycaza, President of OBA and First Chief of the Benemérito Cuerpo de Bomberos de Guayaquil (Guayaquil Fire Department) delivered a present and a condecoration to the President of the FEU, Mr. Stephan Wevers.

- Firstly, a plaque to Mr. Wevers on behalf of the Organization of American Firefighters (OBA), in function of his role as President of the FEU, and in gratitude for his outstanding work and the support he provides to the fire departments of America and Europe.

- Secondly, the Distinguished Service Condecoration from the Benemérito Cuerpo de Bomberos de Guayaquil, Ecuador, for his outstanding service to the integration and development of the world's firefighting institutions.

## 9. Business Plan

### a) Committee The professional Voice (Wim)

Wim took the audience through the developments of the Voice-committee. There were already two committee meetings 2 May and 13 June. The current committee (Láslo, Anna, Anja and Wim, adhoc Bert Bruggemans/Belgium) needs more members and preferable communication experts. Finian (almost retired Secretary) is willing to join and even so ODP-alumni John Keane/Ireland. The committee discussed about an update of the current template overview FEU Communication plan, the stakeholder mapping, an FEU leaflet and the elevator pitch. Wim explained the goals for 2023-2026. There will be a SPOC of every country who will see to their own country page on the FEU-website (via Anja). On the website of the associations there will be a link to the FEU-site. Delegates were asked to spread the word, share knowledge to stakeholders and to connect from and to the FEU family. The content on the website should be up to date as much as possible. The working group shared a form with the request to fill in the elevator pitch. The Voice committee facilitates and uses the other FEU programs and Wim explained how the cross-links run, for example the FEU leadership Conference in 2025. Furthermore, he informed about the European Union Directorates Generals with possible connections to FEU: DG ECHO, DG GROW, DG EMPL and DG ENV to promote the FEU voice in Brussels.

The committee will gather twice in fall time and once in Madrid.

### b) Committee Leadership (Jakob)

Jakob unfortunately did not have the opportunity to participate this Council meeting. He asked Diemer to chair the committee meeting in attendance from Stephan yesterday and to take the lead today. (The current committee: Marko, Sebastian, Diemer, Jan and Jakob). The committee gathered to discuss the ODP – ODP evaluation, the participants presentations and the Next ODP, Leadership topic on the following council meeting and the next steps in the Business plan. The next leadership steps will be organising a pan-European Metropolitan Chief Fire Officer association and introduce

and startup the Fire Chief of the year award 2023. The plan is also that in 2025 the first FEU leadership Conference is held. Planning should begin as early as 2022. The committee will gather in fall time and in Madrid again.

### ODP

ODP '22 is finalised, and an Alumni network has been created, for the time being the collective contact is via LinkedIn. A few ODP members are already involved in this Council meeting, in committees and will meet each other at Interschutz in Hannover/Germany. They will also be asked to help with committee work in the future.

The questionnaire results have been shared with the committee members. ODP'22 was highly successful. The FEU/alumni are very content with the Dutch organising team NIPV. FEU is not well known in Europe, this should be an awareness alert, also for the Voice-committee with reference to recruiting of new ODP candidates. Stephan added that he is in contact with the chair of EFSCA about promoting FEU and ODP. The preparations of the ODP'23 should start and the focus should be on the promotion of ODP and FEU. The idea is to stick to the program in 2023.

Today two of the eighteen alumni from 10 Countries Class'22 shared their ODP-experiences: Simon Hardiman from UK and Jan van Roey from Belgium. Their common theme: futureproofing FRS within the framework of the UN SDG's. They developed a long-term vision about the sustainable fire services in Europe in 2040 taking current and future challenges into account People, Planet, Profit/Technology on Short term and long-term. They presented common goals. They said the FRS are at any applicable level the preferred partner for all kind of discontinuities in social life and is able to influence political decisions – speak as one family. In 2040 the European society is a resilient society – adaptive to future challenges – contributing to a safer and more resilient community. Remain committed to sustainability – zero carbon footprint – reduce impact on the environment / taking part in the energy transition. In 2040 the FRS use Europe-wide standardized data – intel/data driven FRS. They advised a collective approach of Exploring funding opportunities, Invest in knowledge, Relate to existing European policy and research agenda. Library of data sources, create data teams, define work methods. Networking with scientists, NGO, influencers, politicians, universities and research centers, > leave the fire stations and connect with other organisations. Communication strategy, set up common goals, create key teams, define collaboration structures.

### c) Committee Exchange of Experts and Knowledge (Petr)

Petr reported on the developments of the tasks of the Exchange committee and called for joining his committee. EU Fire Brigade Compendium (Incident command system – update, the criteria and data processing = connections), FEU principal themes and Ad hoc themes. He talked about the 'Compulsory property insurance', in which countries, the scope of the insurance, the amount of the insurance value of the property, financing the rescue services.

## 15.30 Coffee Break

### 10. Board changes

#### a) Farewell Secretary Finian Joyce

After 12 years (4 terms) Finian announced to step down as Secretary. He started and ended his function in Finland. He will continue as a delegate on behalf of the Irish association. The president asked Finian to step forward and addressed him with words of great respect and gratitude for his state of merits and all other contributions and rewarded him with **the Golden FEU Cross of Merit**.

#### b) Election new Secretary (Voting)

- **Speeches candidates**
- **Election**

Two countries nominated candidates: Ireland and Sweden. One week before the meeting the delegates received the written introductions of the candidates who ran for Secretary: Anna Andersson Carlin from Sweden and Dermot Brannigan from Ireland.



Since there were two applicants an election had to be organised. From every country one authorised delegate was needed to vote on behalf of your national association.

The president asked two delegates Bjarne Nigaard from Denmark and advisor to the Board and Zoltán Hosbor from Hungary, to help counting the votes, so called independent facilitators, in accordance with the constitution.

The countries who couldn't come to Finland received an email and gave their vote by reply. The voting was by secret ballot. The authorized members had all a ballot paper on their table, made their choice and put the paper folded in the ballot box.

In accordance with the constitution Bjarne and Zoltán counted the votes and after the break they announced the new Secretary: Mrs. Anna Andersson Carlin from Sweden. She got the congratulations from the Council members and wished good luck. Dermot was thanked for his participation. Bjarne will inform the other delegates by email.

## 11. **Any other business**

### a) **Reflection on war in Ukraine – Lessons learned**

Since the beginning of the war between Russia and Ukraine, the FEU has been intensively working to help the State Emergency Service Ukraine by actively matching supply and demand of firefighting equipment. That it took a war to show the role of the FEU in its purest form was unforeseen and certainly not intention. The FEU has connected countries within Europe and other continents and by joining forces, action can be taken quickly and efficiently. The president is proud of the FEU members and other associations and thanked for the effort they put in to help the Ukrainian Fire Brigade. Our thoughts are with our Ukrainian colleagues who do their job under extraordinarily difficult circumstances: saving lives & limiting damage.

### b) **Items next meeting; n/a**

## 12. **Next meeting:**

02/2022: Spain/Madrid 3 and 4 November (short presentation and video by Mariano)

01/2023: Riga/Latvia, 25 and 26 May

02/2023: Croatia/Zagreb, 2 and 3 November

## 13. **Closing ceremony**

### **Handover of the FEU flag**

### **Closing remarks by president Stephan Wevers**

The president wrapped up the two Council days, thanked the audience for coming to Finland and for their fruitful contributions. The flag was handed over from Finland to Spain. Many thanks to Ari's team: Sami, Antti, Pasi, Joel, Tomi and Jaana for the hospitality and the perfect organisation of the last three days. The Spanish delegate was wished a lot of success for organising the next Council meeting in November 2022.

## Attendance list FEU Council members 15 June 2022

	Country	Assoc	Name	Present
	Austria	OBFV	Bernhard Jily	
1	Belgium	H. Mem	Chris Addiers	
		NB	Jan Jorissen	✓
		NB	Wim Van Zele	✓
		NB	Bert Bruggemans	
2	Croatia	HVZ	Mario Starcevic	
		HVZ	Goran Frankovic	✓
		HVZ	Sinisa Jembrih	✓
3	Cyprus	CFA	Dimitris Loukaides	✓
		CFS	Polyvios Hadjivassiliou	✓
		CFS	George Pouzoukkis	
		CFS	Andreas Kettis	
4	Czech Rep	CAFO	Vladimir Vlcek	
		CAFO	Petr Oslejsek	✓
		CAFO	Martin Nekula	✓
5	Denmark	DB	Bjarne Nigaard	✓
		DB	Jakob Vedsted Andersen	
6	Estonia	EAFC	Mart Haljaste	
		EAFC	Margo Klaos	✓
		EAFC	Marko Ruu	✓
7	Finland	SPPL	Ari Keijonen	✓
		SPPL	Veli-Pekka Ihamaki	✓
		SPPL	Torbjorn Lindstrom	✓
		SPPL	Peter Johansson	✓
	France	FNSPF	Sylvain Besson	
8	Germany	VFDB	Jens Stiegel	
		VFDB	Sebastian Vries	✓
		VFDB	Wolfgang Schauble	
		H. Mem	Dieter Nuessler	
	Greece	EAPS	Konstantinos Tsigas	
9	Hungary	NDGDM	Zoltan Hozbor	✓
		NDGDM	Laszlo Barta-Vamos	
10	Ireland	CFOA	Finian Joyce	✓
		CFOA	Celina Barrett	
		CFOA	Eoin O'Ceilleachair	
		CFOA	Dermot Brannigan	✓
11	Latvia	SFRS	Martins Baltmanis	✓
		SFRS	Marita Masule	

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		SFRS	Ramona Lamberte	
		SFRS	Rudolfs Azens	
12	Lithuania	NFOA	Rimantas Steponavicius	✓
	Luxembourg	FNP	Serge Heiles	
13	Netherlands	Brandweer Nederland	Stephan Wevers	✓
			Diemer Kransen	✓
			Dennis van Zanten	✓
		H. Mem	Ruud Jonkman	
	Norway	NBLF	Nils-Erik Haagenrud	
		NBLF	Ove Stokkeland	
		NBLF	Marianne Juul	
	Scotland	Observer	Martin Blunden	
	Slovakia	SAFO	Martin Blaha	
		SAFO	Milan Mrvecka	
14	Spain	APTB	Mariano Hernández Fernández	✓
		APTB	Javier Vergara Falces	
		APTB	Sagrario Moreno- Manzanaro	
		APTB	Aitor Soler Zimbrello	
15	Sweden	SBB	Andreas Hoff	
		SBB	Anna Andersson Carlin	✓
		SBB	Lina Holgersson	
		H. Mem	Goran Schnell	
	Switzerland	Observer	Sylvain Scherz	
	UK	NFCC	Mark Hardingham	
		NFCC	Sabrina Cohen-Hatton	
15 full member countries				

**Guests:**

Argentina: Lucía Vilarino Fiore / OBA

Ecuador: Martín Cucalón de Ycaza / OBA

Ecuador: Julio César Rumbear / OBA

Ecuador: Fernando Ayala / OBA

Wed. 15 June

	Country	Last name	First name	Initials
guest	Argentina	Vilariño Fiore	Lucía Belén	
1	Belgium	Jorissen	Jan	
	Belgium	Van Zele	Wim	
1	Croatia	Jembrih	Siniša	
	Croatia	Franković	Goran	
1	Cyprus	Hadjivassiliou	Polyvios	
	Cyprus	Loukaidis	Dimitris	
1	Czech Republic	Oslejsek	Petr	
	Czech Republic	Nekula	Martin	
	Czech Republic	Vlcek	Vladimir	
1	Denmark	Nigaard	Bjarne	
guest	Ecuador	Cucalón de Ycaza	Martín	
guest	Ecuador	Rumbea	Julio César	
guest	Ecuador	Ayala	Fernando	
1	Estonia	Rüü	Marko	
	Estonia	Klaos	Margo	
1	Finland	Ihamäki	Veli-Pekka	
	Finland	Keijonen	Ari	
	Finland	Lindström	Torbjörn	
	Finland	Ojanen	Olli-Pekka	
	Finland	Sainio	Jari	
	Finland	Johansson	Peter	
1	Germany	Vries	Sebastian	
1	Hungary	Zoltán	Hozbor	
1	Ireland	Joyce	Finian	
	Ireland	Brannigan	Dermot	
1	Latvia	Baltmanis	Martins	
	Latvia	Smukste	Elvira	
	Latvia	Grinbergs	Janis	

1516  
check out

	1	Lithuania	Steponavičius	Rimantas	<i>Rimantas</i>
staff		Netherlands	Strootman-Baas	Anja	<i>Anja</i>
staff		Netherlands	Wegman	Sandra	<i>Sandra</i>
	1	Netherlands	Van Zanten	Dennis Mark	<i>Dennis Mark</i>
		Netherlands	Wevers	Stephan	<i>Stephan</i>
		Netherlands	Kransen	Diemer	<i>Diemer</i>
	1	Spain	Hernández	Mariano	<i>Mariano</i>
	1	Sweden	Andersson Carlin	Anna	<i>Anna</i>
	15	UNITED KINGDOM	HARDIMAN	SIMON	<i>Hardiman</i>
	15 full member countries				